GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

REPORT

OF THE

MINIMUM WAGES COMMITTEE

FOR

EMPLOYMENT IN ANY RICE MILL, FLOUR MILL OR DAL MILL IN MAHARASHTRA STATE

1964

Chairman :

Shri B. S KALELKAR,
Additional Commissioner for Workmen's Compensation, Bombay

Secretary :

Shri H. A. SATHE,
Assistant Commissioner of Labour, Bombay

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REPORT

OF THE

Minimum Wages Committee for Employment in any Rice Mill, Flour Mill or Dal Mill in the State of Maharashtra

CHAPTER I

PRELIMINARIES

1. Appointment of the Committee

The Government of Maharashtra, by Resolution, Industries and Labour Department No. MWA-1462-Lab-III, dated 26th June 1963, appointed under section 5 (1) (*a*) of the Minimum Wages Act, 1948, a Committee to inquire into the conditions prevailing in the employment in any Rice Mill, Flour Mill or Dal Mill and to advise Government in the matter of revision of minimum rates of wages fixed under the Minimum Wages Act, 1948, under the former Government of Bombay, Madhya Pradesh and Hyderabad Notifications No. 146-48-IX, 565-451-XXIII and B-186-51-171, dated 27th December 1951, 23rd February 1956 and 29th December 1954, respectively. The Committee originally consisted of the following persons :—

Chairman

Shri B. S. Kalelkar,
Additional Commissioner for Workmen's Compensation, Bombay.

Employers' Representatives

1. Shri Shriram Jani, Chairman, Chanda District Rice Mill Owners' Association, Bramhapuri, district Chanda.
2. Shri C. H. Agarwal, General Manager, the Deccan Flour Mills, Limited, Aurangabad.
3. Shri Hansraj Virji Shah, Honorary Secretary, The Bombay Rice Merchants' Association, 116, New Chinch Bunder Road, Bombay-9.

Employees' Representatives

1. Shri Manohar G. Kotwal, President, Bambai Mazdoor Union; 115, Satyagiri, Dadar Main Road, Dadar, Bombay-14.

2. Shri Manohar Bandiwdekar, General Secretary, Rashtriya Kamgar Sanghatana, First Floor, Laxmi Building, near Kohinoor Cinema, Ranade Road, Bombay-28.

3. Dr. G. N. Manekar, General Secretary, Rashtriya Dal Mill Kamgar Sangh, Jagannath Ward, Hinganghat, district Wardha.

Secretary

Shri H. A. Sathe,
Assistant Commissioner of Labour,
Bombay.

1.2. Changes in the Committee

By Government Resolution, Industries and Labour Department, No. MWA-1462-Lab-III, dated 9th August 1963, Shri Ghanashyamdas Jalan, Chairman, Board of Directors of the Deccan Flour Mills, Ltd., Aurangabad, was appointed as a Member, representing employers, in place of Shri C. H. Agarwal. By the same Government Resolution, Shri B. R. Hatle, Secretary, Bambai Mazdoor Union, Bombay, was appointed as a Member, representing employees, in place of Shri M. G. Kotwal.

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1.3. Terms of reference

The Committee was appointed to inquire into the conditions prevailing in the employment in any Rice Mill, Flour Mill or Dal Mill and to advise Government in the matter of revision of minimum rates of wages fixed under the Minimum Wages Act, 1948, in respect of the said employment under the former Governments of Bombay, Madhya Pradesh and Hyderabad Notifications No. 146/48-IX, 565-451-XXIII and B-186-51-171, dated 27th December 1951, 23rd February 1956 and 29th December 1954, respectively.

1.4. Time-limit for the submission of the Report

The Committee was directed to submit its Report within six months from the date of its appointment. As the Committee had to undertake visits for making inquiries on the spot at the various Centres of Rice, Flour and Dal Mills during the active seasons of the aforesaid employments and as the Chairman and Secretary were busy with the work of other Minimum Wages Committees, the work of the Committee could not be completed with the period prescribed and hence Government was requested to grant extension for the submission of the Report from time to time up to 21st December 1964. Government accordingly, was pleased to grant the necessary extension from time to time up to 21st December 1964.

1.5. Procedure followed by the Committee

The first meeting of the Committee was held in Bombay on 17th August 1963 to consider the procedure to be followed and to draft a questionnaire to be issued to employers and their Associations and to Trade Unions. With a view to facilitate the work of the Committee, a draft questionnaire was circulated among the members of the Committee in advance before the meeting was held. The Committee discussed and finalised the draft questionnaire and decided to issue the same to the employers and their Associations and the Trade Unions. The questionnaire finalised by the Committee was divided into three parts, *i.e.*, (1) For employers, (2) Associations of employers and (3) Trade Unions. The Committee then decided to allow a period of one month for submission of replies to the questionnaire. The Committee then chalked out a tentative tour programme for paying visits to the establishments of Rice, Flour and Dal Mills situated at different Centres in the State of Maharashtra. The Committee had issued in all 1,953 questionnaires and had received 214 replies from concerns, one from Union and two from Associations.

1.6. Publicity

After the questionnaire was issued, the Director of Publicity was requested to issue a press-note giving wider publicity to the purpose for which the Committee had been appointed and requesting the employers and Trade Unions to submit their replies to the questionnaire within a period of one month. Persons interested in the inquiry were requested to obtain copies of the questionnaire from the Secretary of the Committee. At the time of each tour a press-

note was issued and persons interested in the inquiry were requested to appear before the Committee to place their views in the matter of revision of minimum rates of wages.

17. Tours undertaken by the Committee

The Committee visited the following centres for making inquiries on the spot. The Committee during the visits paid to the various units of Rice, Flour and Dal Mills, observed the manufacturing processes carried on, and made inquiries regarding the categories of workers employed, rates of wages paid to them, the number of shifts worked and the number of workers employed, etc. The Committee went through the records maintained by the Managements. The views expressed by the employers regarding the revision of minimum rates of wages were recorded. The Committee visited the following centres on the dates mentioned below :—

Place (1)	Date (2)	No. of Units (3)
1. Bombay	31-3-1964 to 2-4-1964	10
2. Kalyan	3-4-1964	4
3. Panvel	8-5-1964	4
4. Pen	9-5-1964	3
5. Mahad	10-5-1964	2
6. Chiplun	11-5-1964	6
7. Ratnagiri	12-5-1964	7
8. Poona	3-10-1964	2
9. Aurangabad	5-10-1964 to 6-10-1964	5
10. Jalna	6-10-1964	3
11. Parbhani	7-10-1964	3
12. Nagpur	9-11-1964	6
13. Shahapur (district Bhandara)	9-11-1964	1
14. Kardha (district Bhandara)	9-11-1964	2
15. Lakhani (district Bhandara)	9-11-1964	2
16. Bramhapuri	10-11-1964	3
17. Nagbhid (district Chanda)	10-11-1964	1
18. Mohadi-Mokashi	10-11-1964	1
19. Amravati	12-11-1964	3
20. Akola	13-11-1964	5
21. Jalgaon	14-11-1964	5
22. Nasik	14-11-1964	3
23. Bhiwandi	24-11-1964	6
24. Sholapur	26-11-1964	5
25. Barsi	27-11-1964	6

1.8. During the course of the tours to the various Centres, the Committee interviewed the representatives of the following organizations and noted their views regarding revision of minimum rates of wages :—

Place	Date	Name of the Organization
1. Mahad ..	10-5-1964	Mahad Rice Mills Owners' Association, Mahad.
2. Poona ..	3-10-1964	Hamal Panchayat, Poona.
3. Aurangabad	5-10-1964	Marathwada Rashtriya General Machinery Mazdoor Sangh, Aurangabad.
4. Jalna ..	6-10-1964	Dal Mill Owners, Jalna.
5. Nagpur ..	8-11-1964	(1) Vidarbha Dal Mill Owners' Association, Nagpur. (2) Nagpur Flour Mill Owners' Association, Nagpur. (3) Nagpur Gumasta Mandal, Nagpur. (4) Ramkrishna Flour & Besan Mill Kamgar Sangh, Nagpur.
6. Amravati ..	12-11-1964	Amravati Pulse Mills Owners' Association, Amravati.
7. Akola ..	13-11-1964	(1) Flour Mill Owners' Association, Akola. (2) Dal Mill Owners' Association, Akola. (3) Poha Mill Owners' Association, Akola. (4) Flour Mill Workers' Union, Akola.
8. Sholapur ..	26-11-1964	(1) Representative of a Dal Mill from Sholapur. (2) Social Worker and Labour representative from Sholapur.
9 Barsi ..	27-11-1964	Barsi Dal Manufacturers' Association, Barsi.
10. Bombay ..	28-11-1964	(1) Bambai Mazdoor Union, Bombay. (2) Rashtriya Kamgar Sanghatana, Bombay.

1.9. Meetings

The Committee held 3 meetings in all at the places and on the dates mentioned below :—

Place (1)	Date (2)
Bombay ..	17th August 1963.
Bombay ..	29th and 30th November 1964.
Aurangabad ..	14th and 15th December 1964.

CHAPTER II

PRESENT CONDITION OF THE INDUSTRY

2·1. India is the second largest rice-producing country in the world, next only to China. India produces about 30 million tons of rice a year. But this is not sufficient for the population which is increasing at the rate of 2·3 per cent every year. We have to import a large quantity of rice and wheat. Even though the production of rice is increasing, still it is not sufficient to meet the internal requirements. According to the publication of the Government of India "Rice Economy of India" (January 1961, page 32) rice milling establishments, large and small (excluding hand-pounding centres) number approximately 35,000 in 1958-59 as against about, 8,000 in pre-war period. This number has gone to more than 40,000 now.

2·2. The rice mills occupy a very important place in the industrial establishments in India. This importance is due to the fact that rice is the staple diet of the vast majority of Indians particularly of the eastern and the southern States. It is estimated that there are about 43,000 rice mills in the country. We have not got the exact figure of the rice mills in the State of Maharashtra. The rice producing Districts in Maharashtra are Thana. Kolaba, Ratnagiri, Chanda and Bhandara and accordingly a large number of rice mills are found in these Districts.

2·3. According to the Report of the Rice Milling Committee, 1955 (Page-146), there were 509 rice mills and 3,229 small hullers in the then Bombay State. At present, there must be more than 4,000 rice mills, including hullers, in the State of Maharashtra.

2·4. The rice mills do not merely convert paddy into rice. The Report of the Committee on Labour Conditions in the Rice Mills, 1946 (page 2), says " one of the main functions of rice mills is to acquire the rice crop from the fields and in fact, a major portion of the paddy does not enter the market at all, but is transported straight from the fields to the mills. In the main rice-growing areas, millers or their buying agents play a fairly active part in the assembling of paddy from the primary producer. Milling representatives make periodical visits to the villages, huts and other points

at which paddy tends to gravitate in order to buy their requirements direct from cultivators or the village merchants and peripatetic traders advances of money may be made to the producers even before the crop has matured thus binding the growers to bring their harvest to the mill as and when required".

2·5. The type of rice milling machinery that is used bears relation to the number of persons employed to some extent. There are two types of machinery, *viz.* (1) horizontal huller type and (2) self-contained or automatic sheller type. The use of the latter type does not require as many persons as the former, since the process of rice milling here is comparatively simpler. It reduces the part played by labour because all the processes *viz.*, paddy sieving, hulling, separating of husk from rice, shelling and polishing, take place simultaneously and automatically. The automatic sheller is thus a labour saving device, whereas the horizontal huller can be said to be a capital saving device.

2·6. As regards power used, with the introduction of electricity in small towns and even villages the number of electrically operated machines is increasing.

The Committee also observed that the rice milling was combined with other operations. The rice mills mainly being seasonal in character undertake side operation usually in slack season. Such as oil-extraction, flour milling or ground-nut decortication. The main processes of rice mills are paddy sieving, hulling, shelling and polishing. In the case of boiled rice mills, paddy sowing, hulling, drying and sieving, are additional processes before milling takes place.

2·7. Flour Mills

As regards the flour mills, there are about 29 units registered under the Factories Act in the whole State of Maharashtra. Out of these nine are Roller Mills, five in Bombay, two in Nagpur, one in Aurangabad and one in Poona, which has started working recently. Number of smaller units of flour mills, i.e., chakkis are, however, scattered throughout the State in cities and towns and even in villages. In Bombay there are about 1,000 chakkis, in Nagpur more than 500 and in Akola more than 100. Usually, they are operated by one person only. He may be the owner himself or a lessee or an employee of the owner or the lessee.

2·8. Dal Mills

The units in this industry are mostly located at Bombay, Poona, Aurangabad, Jalna, Parbhani, Sholapur, Barsi, Nagpur, Akola, Amravati, Nandurbar and Jalgaon. At some of the Centres different types of dals are manufactured during the different seasons according to the crop. Dal mills crush pulses like tur, gram, mug and udid to produce dal. The dal mills are slack during the monsoon as drying of pulses is difficult in the rainy season. The industry is carried on in some places like Jalgaon even as an household industry. This industry, in view of its seasonal nature, employs a large proportion of employees on daily wages who work during the season only. A skeleton staff consisting of Engineer (Mistry or Fitter) is, however, retained throughout the year. The female employees engaged in this industry generally do the light work of cleaning and drying.

2·9. According to the census of 1961 the total number of employees in the rice flour and dal mills, employed in the Maharashtra State, is 34,684 out of which 29,060 are male and 5,624 are female.

CHAPTER III

VIEWS EXPRESSED BY EMPLOYEES AND THEIR UNIONS, EMPLOYERS AND THEIR ORGANIZATIONS

I. Views Expressed by Employees and Their Unions

3·1. Hamal Panchyat, Poona

The Minimum Wages Act was first applied to the employment in Rice, Flour and Dal Mill in the year 1952. The workers working in the employment were not organized at that time and the position is almost the same even at present. Even though as per the provision of the Act, it was necessary to revise the minimum rate of wages after a period of 5 years, the revision is being made after a considerably long period. The cost of living has undergone material change since 1956. The present wages are inadequate to meet the requirements of food of a worker in India as per Dr. Akroyd's Formula. Even though the primary requirements of a worker are food, clothes and shelter, in addition to the above, he should get adequate wages to meet the other requirements of education, recreation and medicine, etc. Taking into consideration the increasing cost of living, shortage of house accommodation, and the reduction in the purchasing capacity of the worker, the workers in this industry are starving. While revising the minimum rate of wages the principles laid down by the 15th Indian Labour Conference should be taken into account. The remarks of the Supreme Court regarding the minimum wage should also be taken into account. The wages for an unskilled emplyee in Poona should be Rs. 135 per month. The wages of the semi-skilled, skilled and the highly skilled workers should be fixed according to their skill. Children of age less than 18 years should be prohibited from employment in this industry. Taking into consideration the wide extension of this employment from the remotest village to big cities the areas should be divided into Zones as follows :—

(1) Zone I .. Greater Bombay Municipal Corporation area.

(2) Zone II .. Poona City, Kirkee Cantonment, Poona Contonment, Thana, Kalyan, Ulhasnagar, Nagpur, Kamptee, and all towns having a population over 40,000 as per Census of 1961.

(3) Zone III.. All other areas not included in Zone I and II above.

The wages should be linked with the cost of living index at different centres. There should be a provision for increase in wages with the increase in the cost of living index number. The workers in the unskilled category should be divided in two categories of unskilled heavy and unskilled light.

The representatives of the Panchayat during the interview before the Committee stated that the revised minimum rates of wages should be in comparison with the rates fixed by the Committee for Rubber Industry. The said Committee had fixed the minimum rates of wages for the unskilled employee in the Poona area at Rs. 80·08 per month. The representative further stated that the difference between the wages of the unskilled and the semi-skilled should be Rs. 10 per month and that between the semi-skilled and the skilled should be Rs. 15 per month. The representative of the Panchayat was of the opinion that the workers doing heavy work in big mills, require skill in their work.

3·2. Marathwada Rashtriya General Machinery Mazdoor Sangh, Aurangabad

The representative of the Sangh, during the course of his interview, expressed his views as follows :—

(i) The minimum number of zones should be made while revising the minimum rates of wages, as there is practically no difference in the cost of living in rural and urban area except the item of rent.

(ii) The minimum requirements of a family of three units come to about Rs. 135 per month. In the opinion of the Sangh, the revised minimum wage for an unskilled employee should be Rs. 150 per month.

3·3 Nagpur Gumasta Mandal, Nagpur

The Secretary of the Mandal stated before the Committe that a female employee in the area is paid Rs. 1·25 per day and the male employee is being paid wages from Rs. 1·75 to Rs. 2·00 per day. The representative was of the view that taking into account the present conditions the minimum wage for an unskilled employee in a city like Nagpur should be Rs. 115 per month. The representative of the Mandal further pointed out that the cost of living in Nagpur can be compared with that of Bombay. As regards the prevalent wages of a chakki-operator, he stated that the same varied from Rs. 50 per month to Rs. 70 per month.

3·4. Ramkrishna Flour and Besan Mill Kamgar Sangh, Nagpur.

The representative of the Sangh stated that the workers are not getting the benefit of a weekly-off. As regards the revised rate of minimum wage for an unskilled employee, the representative stated that the same should be Rs. 150 per month. He also expressed a view that the cost of living in Nagpur is higher than that in Bombay. The representative was of the opinion that the revised minimum rate of wages should be given retrospective effect from 1958.

3·5. Flour Mill Workers Union, Akola

The representative of the Union, during the course of interview, stated that the prevalent rate of wages of a chakki-operator varied from Rs. 35 to Rs. 90 per month. In the opinion of the Union, the revised minimum rate of wages of a chakki-operator should be at least Rs. 75 per month.

3·6. A Social Worker and Labour Representative, Sholapur

The representative stated that the rate of wages paid to a worker in a flour mill is about Rs. 40 per month. As regards the wages paid to male employees in the dal mills at Sholapur, he stated that an unskilled worker is paid wages at the rate of Rs. 2 per day. The revised minimum rate of wages for an unskilled male employee, according to him, should be Rs. 2·25 per day.

3·7. Rashtriya Chakki Kamgar Union, Jalgaon

The workers employed in chakkis are required to work for 10 to 11 hours a day. In absence of the proprietor, a chakki worker has to do the responsible work of collection of cash and the keeping of the account, etc.

The wages should be as follows :—

(1) Unskilled—Rs. 75 per month.
(2) Semi-skilled—Rs. 90 per month.
(3) Skilled—Rs. 105 per month.

3·8. Bambai Mazdoor Union

The rates of wages prevailing in Bombay are for unskilled employees Rs. 3·10 per day, for semi-skilled employees Rs. 4 per day, for skilled employees Rs. 5 per day. The cost of living of industrial

workers has gone too high and the index figure has gone up by about 200 points during last 10 years. The revised rates of wages suggested by the Union are as follows :—

(1) Unskilled—Rs. 3·50 per day.
(2) Semi-skilled—Rs. 4·50 per day.
(3) Skilled—Rs. 5·50 per day.

3·9. Rashtriya Kamgar Sanghatana

The flour mill industry caters to the primary needs of the society. Hence the same should be adequately cared for and guarded. The workers employed in the industry are not organized. The workers in this industry have to work in an atmosphere of dust coming from the grinding wheels which has bad effect on their health. The wages of the workers should, therefore, be so fixed as to compensate the loss suffered by them. As regards the capacity of the industry to pay, the representative stated that the industry has a ready market and has got a large margin of profit. The industry has, therefore, the capacity to pay higher wages. As regards zones, the representative suggested as follows :—

Zone I	.. ..	Greater Bombay.
Zone II	.. ..	Corportaion areas like Poona and Nagpur.
Zone III	.. ..	Rest of the area in the State of Maharashtra not included in Zone I and II above.

Revised rates of minimum wages for Bombay area should be as follows :—

Skilled	.. ..	Rs. 165 per month.
Semi-skilled	.. ..	Rs. 140 per month.
Unskilled	.. ..	Rs. 125 per month.

II. Views Expressed By Employers And Their Associations—

3·10. Vidarbha Dal Mill Owners' Association, Nagpur

The representatives of the Association stated that the lowest paid female employee gets Rs. 1·25 per day. The male employee is paid wages from Rs. 2 to Rs. 2·50 per day. The representatives stated that certain dal mills had been closed down due to the

ban imposed by Government, on export of dal from the district. They also stated that there is much difference in the work of the female and the male employees and as such the difference in their wages should be continued. As regards the question of revision of minimum wages, they stated that the present wages are adequate and should be continued.

3·11. Nagpur Flour Mill Owners' Association

The representative stated that an unskilled worker in a flour mill is paid wages between Rs. 55 per month to Rs. 75 per month. Female employees are paid wages between Rs. 1·25 to Rs. 1·55 per day. They complained that the employers have to maintain a a number of forms under the different Acts. They, therefore, requested that the forms should be simplified. The flour mill owners will be in a position to pay wages to the chakki mazdoor from Rs. 70 to Rs. 80 per month provided their difficulties are removed by Government. The Association representative stated that indiscriminate grant of licences for starting new chakkis lowers the rate of milling. So before granting new licences, the Municipality should consult the Association. Their second grievance was that the chakkis operating on electricity are required to stop working from 6.00 p.m. to 9·00 p.m. which are their peak working hours when the customers are free to bring their grains to the chakkis after their day's work is over.

3·12. Amravati Pulse Mill Owners' Association

The representatives stated that Government has imposed restriction of 1·5 per cent as profit margine on the manufacturers of dal. The representative suggested that there should be a ban on the movement of tur to give employment opportunities to local employees. The representatives of the Association suggested that the minimum rates of wages for a male mazdoor should be Rs. 1·62 per day and that for a female employee should be Rs. 1·25 per day. The minimum rate of wages for a watchman should be Rs. 50 per month. They suggested that the gate-keeper, watchman or the chowkidar should be included in the same category.

3·13. Flour Mill Owners' Association, Akola

The representative stated that chakki-mazdoor is paid wages from Rs. 35 to Rs. 40 per month. The restriction imposed by the Electric Supply Department for closing the flour mills at 6·00 p. m.

is coming in their way. In the opinion of the Association the revised minimum rates of wages should be Rs. 40 per month.

3·14. Dal Mill Owners' Association, Akola

The representatives stated that the male employees in the dal mill are paid wages from Rs. 2 to Rs. 2·50 per day. The female employees are paid Rs. 1·65 per day. They also stated that the workers in the dal mills are paid the same wages as those in the oil mills. In the opinion of the Association the revised minimum rates of wages should be Rs. 2 per day for male employees and Rs. 1·65 per day for female employees.

3·15. Poha Mill Owners' Association, Akola

They informed that the minimum rate of wages paid to an unskilled male employee is Rs. 1·75 per day and that for a Bhattiwala is Rs. 4 per day.

3·16. Partner of a Dal and Rice Mill, Sholapur

The partner stated that the male employees in dal mills in Sholapur are paid at the rate of Rs. 2 per day and the female employees are paid wages at the rate of Rs. 1·40 per day. Sholapur was formerly the centre for cotton ginning but due to reduction in demand for cotton the work is now being shifted to Akluj. In view of the deteriorating industrial condition of Sholapur, he suggested that Sholapur should not be classified with Poona.

3·17. Barsi Dal Manufacturers' Association, Barsi

The representatives during the interview stated that even though female employees are avilable for employment at Rs. 1·25 per day, they are required to pay Rs. 1·94 per day as per the provisions of the Minimum Wages Act. The rates of wages paid to male unskilled employees vary from Rs. 2 to Rs. 2·50 per day. They pointed out that the work done by the female employees is light and that done by male employees is heavy. The representatives were of the opinion that there should be distinction in the wages of a male and a female employee.

CHAPTER IV

PRINCIPLES FOR THE REVISION OF RATES OF MINIMUM WAGE

4.1. The question of minimum wage has been under discussion since Independence by Economists, Labour Organizations, Labour Conferences and Industrial Tribunals. The Supreme Court has also discussed the question in a number of its judgments and pointed out the difference between the minimum wage, fair and the living wage. The latest judgment of the Supreme Court on this question is Hindustan Times Case, 1963, L. L. J. I. (page 108). The Industrial Tribunal generally fix the fair wage of a particular unit where an industrial dispute with regard to the wages has arisen. The two Pay Commissions for the Central Government Services in 1947 and 1958 have also discussed the question of minimum wage in their valuable Reports.

4.2. The 15th Tripartite Labour Conference, which is also known as " Simla Conference ", in 1957, for the first time, laid down the quantitative requirements of a minimum wage. According to these norms, the minimum wage should provide not only for food, clothing and shelter, the bare necessities of life but also for the medical benefits and other amenities. It laid down the requirements of a three unit family—husband, wife and two children. From that time Trade Unions and Labour representatives have been demanding before Wage Boards, Wage Committees and Minimum Wages Committees, minimum wage on the basis laid down by the 15th Labour Conference. But as far as this Committee is aware, no industry, however, prosperous or well-organized has, as yet, been able to afford this requirement of a need-based minimum wage or even as a fair wage. The Second Pay Commission for Central Government Services, examined the norms on merits and came to the conclusion that under the existing state of national income and industrial production, it is not possible even for the Central Government to pay its employees on the basis of these norms. Before our Committee, some of the Labour Unions claimed minimum wage on the basis of the said " Simla Conference ". But according to these requirements the minimum wage of an unskilled employee would come to more than Rs. 125 per month which no rice mill, dal mill or flour mill except some very big units can pay. At present, some units though registered under the Factories Act have hardly 20 to 30

employees while the majority of them are registered under the Bombay Shops and Establishments Act. Usually in the smaller rice mills and dal mills, we found that there was one mistry or a mechanic or an engine driver, who is paid Rs. 60 to Rs. 100 or even more per month. But the rest are all unskilled workers employed on daily basis. In such a state of things, the Committee does not think that it is possible to prescribe minimum rates of wages on the basis of the recommendations of the 15th Indian Labour Conference. The Committee has considered all the material and has come to the conclusion that in revising the rates of minimum wage, in the flour mills, dal mills and rice mills in the Maharashtra State, it must take into consideration the following :—

(1) The rise in the cost of living since the dates of previous fixation ;

(2) The rates of wages prevailing in similar industries in the Region or Zone ;

(3) The general financial conditions and the capacity to pay of the industry in a particular area ; and

(4) The revised minimum rates of wages recently prescribed under the Maharashtra Government Notifications in 1964 for similar industries like " Oil ".

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CHAPTER V

ZONES, CLASSES AND CATEGORIES

5·1. At present, the rates of minimum wage for employees in a Rice, Flour or Dal Mill in the Maharashtra State, are governed by three Notifications in respect of which the Committee is required to recommend revision. The first Notification No. 146/48-IX, which came into force from 31st March 1952, is in force in the 12 districts which formed part of the former Bombay State. The second Notification is in force in the eight districts of the Vidarbha Region, which formed part of the former State of Madhya Pradesh. It came into force from 23rd February 1956. The third Notification is in force in the five districts of the Marathwada Region, which was part of the former State of Hyderabad. It came into force from 1st April 1955. For the sake of brevity and convenience, we shall refer to these Notifications as the Bombay Notification, the Vidarbha Notification and the Marathwada Notification, respectively.

5·2. The Bombay Notification divides the whole area under the former Bombay State into five Zones. Zone I consists of Greater Bombay; Zone II consists of the cities of Poona and Sholapur; Zone III comprises of the cities and towns with a population above 40,000; Zone IV comprises of the towns having a population between 10,000 and 40,000; Zone V consists of the remaining area of the then Bombay State not included in any of the other Zones. In each of these five Zones, minimum rates of wages were prescribed for three classes of employees skilled, semi-skilled and unskilled. No categories of workers falling in these classes were specified. The wages of the unskilled employees ranged from Rs. 40 per month in Zone V to Rs. 60 per month in Zone I; of semi-skilled Rs. 43·4 annas per month in Zone V to Rs. 65 per month in Zone I; and of skilled Rs. 50 per month in Zone V to Rs. 75 per month in Zone I. The Bombay Notification makes no distinction between minimum rates of wages of males and females.

5.3. The Vidarbha Notification is the simplest. It has fixed the minimum rates of wages only for adult male and adult female labourers. The minimum rate of wage for adult male is Rs. 1·4 annas per day and for adult female Re. 1 per day in the cities of Nagpur, Jabalpur and Akola, and for the rest of Vidarbha the

minimum rate of wage is Re. 1 per day for adult male and 12 annas per day for adult female labourer. These rates are inclusive of all allowances.

5·4. The Marathwada Notification is more elaborate than either of the remaining two Notifications. In the first place, it divides the mills into the following classes :—

(1) Rice Mills,
(2) Chakki Flour Mills,
(3) Roller Mills,
(4) Dal Mills,
(5) Dal Mills within the premises on which the Rice Mills or Oil Mills are situated.

5·5. It again divides the employments into four classes—skilled, semi-skilled, unskilled and clerical. Under each of these four classes are mentioned different categories of workers and minimum rates of wages are prescribed for each class and in some cases for different categories also. The minimum rates of wages vary from Re. 1 per day to mazdoors and sweepers to Rs. 2·50 per day or Rs. 65 per month to a skilled worker.

5·6. The Committee after consideration of the Notifications and the material collected by visits, evidence recorded and from the replies received to its questionnaire, has come to conclusion that it would be advisable to adopt a simple uniform integrated scheme for the whole State.

ZONES

5·7. As stated above, there are five Zones in the 12 districts of the old Bombay State ; two Zones in the Vidarbha Region and two Zones in the Marathwada Region. The Committee proposes that the whole State should be divided into four Zones. Zone I shall consist of greater Bombay ; Zone II shall consist of the Corporation cities (1) Nagpur, (2) Poona, with the adjoining industrial area and (3) Sholapur. Under the existing Bombay Notification, Poona and Sholapur are in Zone II. Nagpur, considering the population, cost of living and the other conditions there, can certainly be compared with Poona. Zone III shall consist of cities and towns having a population of 25,000 or above. Under the existing Bombay Notification, Zone III includes towns, whose population is above 40,000 and Zone IV consists of towns and cities whose population lies between 10,000 and 40,000. The Committee considers that this existing Zone IV should be eliminated by including towns having a

population of above 25,000 in Zone III and towns with a population below 25,000 in the last Zone. The Committee considers that this division will be fair and suitable for Vidarbha and Marathwada also. The conditions and cost of living in the bigger towns and industrial and commercial areas like Amravati, Khamgaon are not the same as in the small taluka towns or villages in Vidarbha. The same reasoning is applicable to Marathwada also.

5.8. The Committee also considers that it is not necessary to divide the Mills into separate classes as has been done under the existing Marathwada Notification. The Committee has, therefore, adopted a uniform and integrated scheme of Zones and common rates of minimum wages for the different kinds of rice or flour or dal mills whether they are small chakkis or big roller flour mills.

5.9. Under the Marathwada Notification the same rates of minimum wage prevail within an area of five miles outside the municipal limits of certain cities and towns mentioned in the Notification as inside their municipal limits so that virtually the Notification extends the municipal limits of these cities and towns by five miles for the purpose of the Minimum Wages Act. Some of the Members of the Committee suggested that this extension of five miles should be adopted for the whole State. It was, however, pointed out that it might create difficulties and overlapping of Zones, as for instance in the case of Thana and other places. So the suggestion was dropped by the Committee.

Classes and Categories

5.10. For the purpose of minimum rates of wages, the Committee recommends that the employment should be divided into four classes (i) skilled, (ii) semi-skilled, (iii) unskilled and (iv) clerical. The Committee also considers that the different categories of employees coming under these four classes should be specifically mentioned in order to avoid, as far as possible, the difficulties felt by the Court and Tribunals in deciding whether a particular employee of a Rice Mill or a Flour Mill or Dal Mill, falls under the skilled, semi-skilled or unskilled class. These categories of workers are prepared from the conditions observed on our visits to the various Mills as well as from the replies received from the Mills. These categories will be found in the summary of recommendations in Chapter VIII.

5·11. Under the existing Bombay Notification, there is no distinction between male and female unskilled labour nor between heavy and light unskilled work. Only one rate of minimum wage for unskilled worker is prescribed for each Zone. Under the Vidarbha and Marathawada Notifications, however, different rates are prescribed for male and female unskilled labourers, in each Zone. During its visits to various Centres, the Committee found that there is a substantial difference (Re. 0·50 to Rs. 0·75 per day) between the wages of male and female labourers in Marathwada and Vidarbha regions.

5·12. In Western Maharashtra, outside Greater Bombay, where the Bombay Notification is in force, though legally the female labour is entitled to the same minimum wage as the male labour, the Committee found that not only there was reluctance on the part of employers to pay the same wage to male and female unskilled labour, but the Committee has strong reasons to believe that as a result of this reluctance, there is evasion of the legal provision by taking thumb impressions of female workers on receipts for a larger amount than what they actually receive. Thus, in a prominent Centre, where the legal minimum rate is Rs. 50 per month, *i.e.*, Rs. 1·94 per day, the women workers actually receive Rs. 1·25 per day. There is no doubt that women workers do only light physical work like drying, sieving, cleaning grain, feeding and sweeping the floor of the mill premises. After considering the evidence and after giving the question the best consideration, the Committee has come to the conclusion that the class of unskilled worker should be divided into two sub-classes, *viz.*, (1) unskilled heavy and (2) unskilled light and the duties under each should be specified. In this respect the Committee would also like to state that any unskilled work which does not fall under unskilled light, should be treated as " unskilled heavy " and will be entitled to the higher minimum rate of the latter class.

5·13. The Committee is convinced that in the absence of such distinction, one of the two results would follow. Either there will be evasion of law in respect of wages of female labour as is the case, the Committee believes, at present or if the legal provision of the same wage for male and female is strictly enforced, it will result in the elimination of female labour. Neither of these is desirable. Evasion of law is at all times bad. Elimination of female labour would also result in great hardship to a large of worker's families.

The rates of minimum wage prescribed by law are not yet sufficient to meet the cost of living fully. The minimum wage according to the norms of the 15th Tripartite Labour Conference is still a distant ideal. In these circumstances, the wages of a female member of the family are a very useful supplement to the earnings of the male labour.

5·14. It need not be stated that a male worker employed for during ' light unskilled ' work will get the minimum rate prescribed for that work while a female worker employed for ' unskilled heavy ' will be entitled to higher minimum rate of that work. The Committee, therefore, hopes that its recommendation of dividing unskilled work into heavy and light and prescribing a lower rate of minimum wage to the latter would be found reasonable.

CHAPTER VI

WAGES

6·1. After having considered the Zones, classes and categories of workers, the next and the most important work of the Committee is to recommend the revised minimum rates of wages for each of these zones and classes. We shall first consider the minimum rate for an " unskilled heavy " work in Greater Bombay.

6·2. From our visits and from the replies received, the wage of an unskilled employee in a flour mill or a dal mill in Bombay varies from Rs. 2·31 to Rs. 3 per day at present. In Wallace Flour Mill, Bombay, however, an unskilled employee is paid Rs. 1·40 as basic *plus* dearness allowance as per new textile scale. However, existing wages of very big units like Wallace Flour Mill, which are based on their capacity and are fixed by Awards and settlements are not a useful guide in determining minimum wages. The Committee has also considered the recently fixed minimum wage in a similar industry in Greater Bombay like an Oil Mill. The minimum wage fixed for Oil Mills in Greater Bombay for an unskilled worker is Rs. 80 per month. Several Awards of the Industrial Tribunals in Bombay also have given the same minimum wage for different units [*vide* Dal Mill Award Reference (IT) No. 283 of 1962, dated 22nd October 1963]. The rise in the cost of living from 1952 to 1964 is about 50 per cent. Taking these facts into consideration, we think that Rs. 80 per month should be the proper minimum wage for an unskilled heavy worker in a Rice Mill, Flour Mill or a Dal Mill in Greater Bombay. The Committee considers that the rate of minimum wage for an unskilled light worker should be Rs. 70 per month, for semi-skilled worker Rs. 90 per month, for a skilled worker and clerical worker Rs. 110 per month in Greater Bombay.

6·3. Zone II

Having fixed the minimum rates for Zone I, it is comparatively easy to determine the minimum rates of wages for other Zones. The current wages in Dal and Flour Mills including chakkis in Poona vary from Rs. 55 to Rs. 70 per month for an unskilled worker. The current wages in flour and dal mills in the city of Nagpur for an unskilled worker vary from Rs. 45 to Rs. 65 per month. In the city of Sholapur the current rate of wage for an unskilled mazdoor in dal mills and chakkis is from Rs. 2 to Rs. 2·12 per day. The Committee.

therefore, considers that Rs. 65 per month, should be a minimum wage for heavy unskilled worker in this Zone. Under the existing Bombay Notification, the minimum rate of wage for an unskilled worker in Poona and Sholapur is Rs. 55 per month. It may appear that the increase of Rs. 10 per month which the Committee is proposing for this Zone is too small in comparison with the rise in the cost of living. Taking into consideration the current level of wage in those cities and also the revised minimum rate of wages fixed for similar industry, *viz.*, Oil Industry, the Committee considers that the rate proposed is reasonable. On the other hand, it may be argued that in the city of Nagpur the rise that we are proposing is too high as compared with the rise in the cost of living. But the actual condition in Nagpur have convinced us that the minimum rate prescribed by the Vidarbha Notification of 1956 has become long out of date if not obsolete.

6·4. The Committee recommends that the minimum rate of wage for an unskilled light worker should be Rs. 55 per month, for a semi-skilled worker Rs. 75 per month and for a skilled worker and a clerical worker Rs. 95 per month for Zone II.

6·5. Zone III

The third is the largest Zone comprising most of the prominent centres of rice mills and dal mills registered under the Factories Act. As stated above, this Zone is made up of the original 3rd Zone under the Bombay Notification and part of the 4th Zone and corresponding cities and towns in Vidarbha and Marathwada. Now, under the Bombay Notification, the minimum rate of wage for unskilled employees for the 3rd Zone is Rs. 50 per month and for the 4th Zone Rs. 45 per month. From the evidence before us and from our visits, it was found that the wage in these Zones vary from Rs. 1.50 to Rs. 2 per day for male unskilled workers. Considering the rise in the cost of living, we consider that Rs. 55 per month should be the rate of minimum wage for unskilled (heavy) labour in this Zone. It is true that as compared with the minimum rate of wages of the 3rd Zone, under the Bombay Notification, this new rate gives only a small rise as compared to the rise in the cost of living. But as against this, we must remember that we are extending the Zone so as to include part of the 4th Zone where the increase will be more and also part of the Marathwada and Vidarbha Regions where the wages under the existing Notifications are Re. 1 or Rs. 1.25 per day. The monthly rate that we are proposing, on division by 26, as will

be shown later gives a daily rate of Rs. 2.12 per day. Thus, in the Vidarbha and Marathwada regions, the rise would amount to about 100 per cent. To the owners of rice, flour and dal mills in the Vidarbha and Marathwada regions, this rise will appear as unwarrantedly high. But as against that it must be remembered that the rates under the existing Notifications in those regions have long gone out of date. Even female unskilled labour in Vidarbha region is paid Rs. 1.25 per day which is more than the legal minimum rate fixed for male labour and much more than what is fixed for female labour. On the whole, the Committee, therefore, considers that the rate proposed is proper and reasonable. The Committee proposes Rs. 45 per month for an unskilled light worker, Rs. 65 per month for semi-skilled employees, Rs. 80 per month for skilled employees and Rs. 80 per month for clerical staff in the 3rd Zone.

6.6. Zone IV

As regards Zone IV, the Committee recommends Rs. 50 per month as the rate of minimum wage for unskilled heavy labour. The rate of minimum wage under the existing Bombay Notification is Rs. 40 per month. We, therefore, consider that Rs. 50 per month is reasonable taking into consideration the rise in the cost of living and also the prevailing rates in that Zone and towns and villages of corresponding size in Vidarbha and Marathwada. For unskilled light employees in this Zone, we recommend Rs. 40 per month for semi-skilled workers, Rs. 60 per month for skilled employees, Rs. 75 per month and for clerical staff Rs. 75 per month.

6.7. Daily Rate

The daily rate of minimum wage will be obtained from the monthly rate by the usual rule of division by 26. Under the revised Maharashtra Minimum Wage Rules, 1963 (*vide* Government Notification, dated 4th April 1964) employees are entitled to get a weekly rest-day with wages in case they have worked for six days in that week. But Rule 23 provides that if the daily rate of wage is obtained by the division of the monthly rate by 26; the weekly rest-day shall be without payment. Therefore, according to the method that we are proposing, under the Minimum Wages Act, the employees will not get payment for the weekly-off day. However, if they are entitled to wages for that day under any other Act, the Minimum Wages Rules will not come in their way as expressly provided by Rule 23 (6).

CHAPTER VII

GENERAL RECOMMENDATIONS AND OBSERVATIONS

7.1. It may appear that the rates of minimum wages that the Committee is recommending are not sufficient to neutralize completely the rise in the cost of living particularly in western Maharashtra. The Committee believes that under the present state of national income and the production, giving full neutralization in wages will only result in greater inflation and defeat the primary object of giving a higher rate of minimum wage. Secondly, the Committee wants to propose a comprehensive uniform integrated scheme for the whole State. The rates of minimum wages prescribed under the current Vidarbha and Marathwada Notifications whose revision is also to be considered, are too low. Therefore, it is inevitable that to bring those rates in line with those under the Bombay Notification, the rise in the three regions will be unequal. The Committee hopes that the measures and controls that the Central and State Governments have adopted and are proposing to adopt will result in checking the rise in the prices of essential commodities. The Committee also hopes that those measures will not reduce employment by compelling some of the employers to close their mills on account of difficulties experienced by them in getting paddy, wheat and pulses and other materials for those mills. The Committee hopes that their recommendations will maintain a balance between the interests of the workers and those of the employers.

7.2. The object of the Minimum Wages Act is to prescribe a minimum wage, so that no employer can pay less than that wage. But that does not prevent the worker from claiming any higher wage by individual bargaining or collective bargaining or compulsory arbitration as provided by law. If the capacity of an industrial unit is greater, workers of that unit can certainly demand a higher wage than the minimum prescribed by law.

7.3. The Committee has noted that even though rice mills and flour mills are widely distributed even in small villages, they consist mostly of small units employing, in many cases, only one employee. Therefore, workers are not organized at all and except in few places like Greater Bombay, Nagpur and Poona, there is hardly any trade union of the employees employed in rice mills, flour mills and dal

mills or chakkis. It is, therefore, necessary that there should be effective inspection and checking machinery of Government to enforce the provisions of the Minimum Wages Act and to secure for the workers the minimum wage and other benefits of the Minimum Wages Act. It was observed by the Committee during its visits to certain places within 50 miles from Bombay that the necessary registers as required by the Bombay Shops and Establishments Act or the Minimum Wages Act were not maintained by some of the employers. At present, only the Labour Officer of a district is the Minimum Wages Inspector under the Act. The units, which are registered under the Factories Act, are visited by the Factory Inspector and units under the Bombay Shops and Establishments Act are visited by the Shops Inspectors in towns and cities where the Act is in force. This serves as an indirect check even with regard to the provisions of the Minimum Wages Act. But in the remaining areas, the Act will remain almost as a dead-letter. The Committee, therefore, strongly recommends that the machinery for inspection for the purpose of implementation and inspection under the Minimum Wages Act should be strengthened.

7.4. The Committee would like to point out the difficulty or rather the impossibility of getting adequate information about the number of units covered by the scheduled employment and the total number of employees employed in it.

The number of units registered under the Factories Act is very small in comparision with the units registered under the Bombay Shops and Establishments Act and those that are not registered at all. The Committee strongly recommends to the Government that adequate and full information should be obtained with regard to each scheduled employment and should be revised from year to year so that this information will be very useful when the occasion for the next revision arises. This will considerably save the time and labour of the Committee appointed.

7·5. The Committee recommends that the poha mills being an allied industry should be included along with the rice mill, flour mill or dal mill;

CHAPTER VIII

SUMMARY OF RECOMMENDATIONS

8·1. The employees in Rice, Flour and Dal Mills should be divided into four classes :—

(*i*) Skilled, (*ii*) Semi-skilled, (*iii*) (*a*) Unskilled (heavy) (*b*) Unskilled (light) and (*iv*) Clerical.

8·2. There should be four zones as explained in recommendation No. 8·4.

8·3. The Categories of workers in the four classes and their respective rates of minimum wages in each zone should be as follows :—

Serial No.	Category	Zone I	Zone II	Zone III	Zone IV
(1)	(2)	(3)	(4)	(5)	(6)
		Rs. per month	Rs. per month	Rs. per month	Rs. per month
	Skilled				
1	Boiler attendant	110	95	80	75
2	Blacksmith.				
3	Carpenter.				
4	Engineer.				
5	Electrician (with diploma).				
6	Engine Driver.				
7	Fitter.				
8	Lorry Driver.				
9	Mechanic.				
10	Mason.				
11	Maistry.				
12	Miller.				
13	Machine operator or plantman.				
14	Roller Groover.				
15	Superviser.				
16	Test Baker.				
17	Turner.				
18	Tailor.				
19	Employees by whatever name called doing skilled work of the nature done by persons falling under the above entries.				
	Semi-skilled				
1	Chakki in-charge attending to maintenance	90	75	65	60
2	Electrician (without diploma).				
3	Mukadam.				
4	Motor attendant.				

Serial No.	Category	Zone I	Zone II	Zone III	Zone IV
(1)	(2)	(3)	(4)	(5)	(6)
		Rs. per month	Rs. per month	Rs. per month	Rs. per month
	Semi-Skilled—cont.				
5	Machineman.	90	75	65	60
6	Hammerer.				
7	Oil painter.				
8	Oiler / oilman.				
9	Pumpman.				
10	Purifier-attendant.				
11	Plansifter attendant.				
12	Rollerman.				
13	Silkman.				
14	Washer-machineman.				
15	Employees by whatever name called doing semi-skilled work of the nature done by persons falling under the above entries.				
	Unskilled (Heavy)				
1	Bag Weigher	80	65	55	50
2	Chowkidar.				
3	Chakki attendant/mill attendant.				
4	Gate Keeper.				
5	Hamal.				
6	Loader/stacker.				
7	Peon.				
8	Stitcher.				
9	Mazdoor.				
10	White washer.				
11	Watchman.				
12	Employees by whatever name called doing unskilled heavy work of the nature done by persons falling under the above entries.				
	Unskilled (Light)				
1	Cleaner	70	55	45	40
2	Employee doing work of winnowing by hand.				
3	Feeder.				
4	Mixer.				
5	Packer.				
6	Stenciller.				
7	Spreader.				
8	Sweeper.				
9	Employees by whatever name called doing unskilled work of the nature done by persons falling under the above entries.				

Serial No.	Category	Zone I	Zone II	Zone III	Zone IV
(1)	(2)	(3)	(4)	(5)	(6)
		Rs. per month	Rs. per month	Rs. per month	Rs. per month
	Clerical Staff connected with the working of the Factory—Registered or otherwise.				
1	Clerk	110	95	80	75
2	Cashier.				
3	Godown-keeper.				
4	Gumasta.				
5	Munim.				
6	Munshi.				
7	Store-keeper.				
8	Typist.				
9	Time-keeper.				
10	Employees by whatever name called doing clerical work of the nature done by persons falling under the above entries.				

8·4. Zones

(1) Zone I shall comprise of the area lying within the limits of the Municipal Corporation of Greater Bombay.

(2) Zone II shall comprise of the areas lying within the limits of the Municipal Corporations of Nagpur, Poona and Sholapur and the areas within the limits of Poona Cantonment, Kirkee Cantonment and the industrial area adjoining Poona Municipal Corporation limits up to and including Dehu Road on one side and Hadapsar on the other.

(3) Zone III shall comprise of the area lying within the limits of the Municipalities or Cantonments of the following towns and cities :—

(1) Ahmednagar, (2) Amalner, (3) Ambernath, (4) Amravati, (5) Akola, (6) Akot, (7) Aurangabad, (8) Aurangabad Cantonment, (9) Achalpur, (10) Achalpur Camp, (11) Bhir, (12) Bhandara, (13) Bhusawal, (14) Barsi, (15) Bhiwandi, (16) Chalisgaon, (17) Chopada, (18) Chandrapur (Chanda), (19) Dhulia, (20) Deolali Cantonment, (21) Dhond, (22) Gondia, (23) Hinganghat, (24) Ichalkaranji,

(25) Jalgaon (in Jalgaon District), (26) Jalna, (27) Kalyan, (28) Karad, (29) Kamptee, (30) Karanja, (31) Kolhapur, (32) Khamgaon, (33) Latur, (34) Malegaon, (35) Miraj, (36) Manmad, (37) Malkapur, (38) Nasik Road-Deolali, (39) Nandurbar, (40) Nasik, (41) Nanded, (42) Parbhani, (43) Pandharpur, (44) Pulgaon, (45) Ratnagiri, (46) Sangli, (47) Satara, (48) Thana, (49) Tumsar, (50) Ulhasnagar, (51) Wardha, (52) Washim, (53) Yeotmal.

(4) Zone IV shall comprise of the areas not included in Zones I, II and III above.

8·5. The minimum rate of wages shall consist of an all inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of concessions, if any.

8·6. In case of an employee employed on daily rate of wages the minimum rate of daily wages payable to him shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs by 26, the quotient being stepped up to the next higher paisa.

8·7. The minimum rate of wages payable to an adolescent shall be 75 per cent of the wages fixed for the class of employees to which he belongs.

8·8. The minimum rate of wages payable to a child shall be 50 per cent of the wages fixed for the class of employees to which he belongs.

8·9. The minimum rate of wages in respect of apprentice shall be 50 per cent of the wages fixed for the class to which he belongs.

8·10. The minimum rate of wages for workers connected with motor transport in Rice Mills, Flour Mills and Dal Mills shall be the same as those fixed by Government for employment in Public Motor Transport.

CHAPTER IX

ACKNOWLEDGMENT AND THANKS

9·1. The Committee is grateful to the various Organizations of employers and Trade Unions for sending replies to the questionnaire of the Committee and supplying valuable information about the industry.

9·2. The Committee is also thankful to the Managements of Rice, Flour and Dal Mills for their courtesy and co-operation when the Committee visited them during the course of its tours.

9·3. The Committee also thanks the various Employers and Employees Associations which appeared before the Committee and gave information and their views with regard to the existing conditions in the industry and revision of rates of minimum wage.

9·4. The Committee is also grateful to the Officers of the Department of Commissioner of Labour in Nagpur, Poona, Aurangabad and other places for their willing help and co-operation in the work of the Committee. The Committee is grateful to the Officers and others who have helped the Committee by providing transport facilities at different centres.

9·5. The Chairman of the Committee is thankful to the Members of the Committee for their help and co-operation. It was owing to their goodness that the discussions at the meetings were carried on in a friendly spirit and the decisions reached were unanimous.

9·6. The Committee also places on record its appreciation of the services of the Secretary in the work of the Committee and also for the arrangements of the tours to the various places in the State.

The Committee is also thankful to the staff members for their w ork, help and co-operation.

(Sd.) B. S. Kalelkar,
Chairman.

(Sd.) Ghanashyamdas Jalan,
Member.

(Sd.) Manohar Bandiwadekar,
Member.

(Sd.) Shriram Jani,
Member.

(Sd.) B. R. Hatle,
Member.

(Sd.) H. V. Shah,
Member.

(Sd.) G. N. Manekar,
Member.

(Sd.) H. A. Sathe,
Secretary.

Aurangabad :
The 15th December 1964.

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